

# 2022 ESG performance highlights

Boston Scientific is dedicated to transforming lives through innovative medical solutions that improve the health of patients around the world. With commercial representation in more than 130 countries and 45,000 employees around the world, we understand that our impact as a health care company extends to how we operate our business and care for the world around us.

## Our ESG performance in 2022



### Environment

**20%** decrease in global energy intensity since 2017

**71%** of all Boston Scientific real estate (including commercial, leased and owned) is independently certified for energy efficiency by industry-leading bodies such as LEED for design and ISO 50001:2018 for building operations, representing 6+ million square feet

**76%** renewable electricity, on track for our goal of 100% by 2024<sup>1,2</sup>

**40%** of energy from renewable sources, on track for our goal of 90% by 2027<sup>1</sup>

Remained on track for **carbon neutrality** (scope 1 and 2) in all our manufacturing and key distribution sites by 2030



### SBTi approval

Net-zero and greenhouse gas emission reduction targets approved by the Science Based Targets initiative (SBTi)

Note: All data as of December 31, 2022 unless otherwise specified.

<sup>1</sup> Inclusive of all manufacturing and key distribution sites only.

<sup>2</sup> Purchased electricity matched with electricity from renewable sources.



## Social

**33+ million** patients served

**\$1.3+ billion** invested in R&D for products to advance patient care<sup>3</sup>

**\$67 million** donated to fund medical research, fellowships, education and charitable organizations globally

**121,000+** women and people of color identified in action plans to advance equitable care through our Close the Gap initiative

Scored **80% or higher** in employee engagement survey indices for engagement, satisfaction and pride in working for Boston Scientific

As a result of our **3Up by 2023** efforts, we achieved:

- **42.6%** supervisor and manager roles held by women (*global*)
- **22.6%** supervisor and manager roles held by multicultural employees (*U.S./Puerto Rico*)

**75%** of director level and above open positions hired from within

**99%+** pay equity<sup>4</sup>

**12.3%** employee voluntary turnover rate



## Governance

**~37 million** products delivered

**97%** effectiveness in corrective and preventive action (CAPA) metrics and 99% on-time approvals

**0 findings** resulting in action following more than 325 external audit days

**35%** increased investment in cybersecurity

**ESG scorecard** part of our annual employee bonus program

Implemented **zero-trust cybersecurity model** focused on user, assets and resources to strengthen our resilience against cyber threats

### Board experience

Board of director member experience includes medical device, risk management, technology, quality and financial literacy

**30%** of board of director members self-identify as women, 30% self-identify as ethnically diverse<sup>5</sup>

### Board independence

A significant majority of our Board of Directors qualify as independent under the New York Stock Exchange's Corporate Governance Standards, including a lead independent director

Note: All data as of December 31, 2022 unless otherwise specified.

<sup>3</sup> Represents GAAP R&D expense per 2022 Annual Report on Form 10-K.

<sup>4</sup> Figure from 2021 results. Analysis is completed every other year.

<sup>5</sup> Donna James will remain in her role as a director of the Company until her resignation becomes effective on the day of the 2023 Annual Meeting of Stockholders, which is scheduled to occur on May 4, 2023.